

Civilian Police Oversight Examples from Other Agencies

St. Paul, Minnesota

- St. Paul Police utilizes a "Police-Civilian Internal Affairs Review Commission" to review all completed investigations. This commission is comprised of 5 civilian members and 2 members of the police union. The members are all appointed by the Mayor and approved by the City Council.
- The commission is considered to be a function of the police department and is found under the police department on the City of St. Paul organizational chart.
- All complaints are investigated by the Internal Affairs Unit. The exceptions are procedural issues and public relation cases. These cases are investigated by the officer's commanding officer. This is similar to MPD's "A" level complaints that are handled at the precinct level with coaching.
- Once the investigation is completed the case is forwarded to the commission for review.
- The commission will then recommend a disposition (sustained, not-sustained, etc.) as well as corrective/disciplinary action to the Chief of Police.
- The Chief of Police will make a final determination as to the disposition of the case and any resulting discipline.

Seattle, Washington

- The Seattle Police Internal Affairs Unit is housed within the Office of Professional Accountability (OPA)
- This office is managed by a civilian director.
- An independent auditor is utilized to review all cases. This person has the ability to require further investigation. The auditor also advises the City on policy changes. The majority of auditors have been retired judges.
- The Internal Affairs Unit conducts all investigations.
- Once the investigation is complete it is forwarded to the Auditor, the subject officer's commanders and necessary police command staff. After these parties review the investigation and provide a recommendation, a final recommendation is made by the OPA director to the Chief. The Chief has final authority as to the disposition and applicable discipline.
- Seattle has a civilian advisory board that acts as an outreach to the community. The advisory board reports to the City Council and the Auditor. The board reviews 10% of the IAU cases and can make recommendations. However, they have no authority to issue binding conclusions.

Portland, Oregon

- Portland utilizes the Independent Police Review (IPR) to handle all complaints. IPR is found under the Auditor's Office in the City of Portland organizational chart.
- When a complaint comes in it is reviewed by an IPR investigator. This investigator will conduct a preliminary review and forward the case to the IPR Director. The Director makes the decision as to what to do with the case:
 - Forward to IA for investigation
 - Dismiss
 - Forward for mediation
 - Forward to another entity, such as another police agency or a prosecutor
- The Internal Affairs Unit will conduct all non-criminal investigations. IA is comprised of civilian investigators assigned to the police department.
- IA forwards the case to the precinct commander, the Assistant Chief and IPR Director for a recommendation of case disposition. If all these entities come to a general conclusion, the recommendations are forwarded to a Police Review Board (PRB) comprised of the precinct commander, the Assistant Chief, a peer officer, the IPR Director and an appointed citizen. This group will make recommendations to the Chief.
- The Chief has final determination as to disposition and discipline. (Note: The Mayor actually has final determination, but like Minneapolis, the Mayor has delegated this authority to the Chief of Police)
- If any involved person disagrees (officer or complainant) they have a right to appeal to the Citizen Review Committee (CRC). This panel is comprised of civilians appointed by the Auditor and approved by the City Council. If the CRC agrees with the Chief's determination, the appeal is over. If no agreement can be reached, a hearing is held before the City Council and they make the final determination.

Kansas City, Missouri

- Utilizes the Office of Citizen Complaints (OCC) to review all citizen complaints. This is a non-police agency.
- All complaints are reviewed by an OCC analyst to determine the next step. Investigation, mediation or conciliation (MPD's "A" level coaching process).
- All complaints that go to investigation are handled by KCPD Internal Affairs investigators.
- All investigations are reviewed by a civilian director of OCC to assure completeness.
- The director makes a recommendation to the Chief of Police in regards to disposition and discipline.
- The Chief has final say as to disposition and discipline.
- The OCC will also report to the Board of Police Commissioners any trends or patterns regarding police misconduct.

Austin, Texas

- Utilizes the Office of Police Monitor (OPM) to handle all complaints. OPM is currently headed by a former sheriff who reports directly to the City Manager.
- An OPM complaint specialist handles all incoming complaints. The complaint will be handled by mediation, formal investigation, or supervisor inquiry (our "A" level coaching process). The complaint specialist conducts the preliminary interview of the complainant.
- If the case goes to investigation, it is forwarded to Internal Affairs to handle. The complaint specialist attends all interviews and reviews the case file upon completion.
- Once the investigation is complete, it is sent up the chain of command for review and ultimately a recommendation to the Chief of Police.
- The OPM has final say on the completion of an investigation and can make recommendations to the Chief of Police at any time during the process.
- If the complainant is not satisfied with the investigation, they can appeal to the Citizen's Review Panel (CRP), a 7 person-civilian review board. The CRP can make recommendations to the Chief of Police, independent of the OPM and IA.

Albuquerque, New Mexico

- Utilizes a Police Oversight Committee (POC), comprised of 9 civilians appointed and approved by the Mayor and City Council. An Independent Review Office (IRO) acts as the day-to-day oversight office. An independent review officer, appointed by the Mayor and approved by the City Council, manages this office. Currently a former chief of police staffs this position.
- All incoming external complaints are handled by the IRO. The IRO decides if the complaint will be investigated by the Albuquerque PD or IRO investigators. Most of the complaints are investigated by IRO investigators.
- Internal Affairs handles all internal complaints and IRO has no authority in these matters.
- After an investigation is complete, the IRO makes a non-binding decision as to disposition. The case is then forwarded to the Chief of Police. The Chief and IRO will discuss the case and attempt to come to an agreement.
- If the Chief and IRO agree with the findings, the citizen is notified. If the Chief and IRO disagree the POC will make their own decision, but the Chief retains final authority as to disposition and discipline.
- If the citizen disagrees with the Chief or IRO they can appeal to the POC. If the POC sides with the citizen, they can make a recommendation to the Chief. However, the Chief still retains final authority.
- If the citizen still disagrees with the Chief, they can make a final appeal to the Chief Administrative Office (similar to a city manager). The Chief Administrative Office has final authority (including overriding the Chief) on the matter.